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PROFESSIONAL SELECTION PANEL

Qualities Bearing on
Suitability for Career Service in CIA
(Working List #1, 4 May 1953)

There are set forth below certain basic qualities which are to be sought in applicants and trial period employees. Under each quality are listed one or more questions which are among those the Panel would attempt to answer in an effort to decide whether the individual applicant was possessed of the desired quality. These qualities do not take into account technical qualifications to fill a specific position.

QUALITIES

NOTES AND COMMENTS

1. INTEGRITY

Would lack of supervision lower his standard of performance?

Can he be expected to remain honest to himself and to others?

2. MORALITY

Can he maintain high moral standards for his personal conduct?

Could he engage in activities which conflict with those standards?

3. FAITHFULNESS

Will he loyally support a course of action even though he may disagree?

Would he secretly try to undermine a policy while outwardly supporting it?

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4. OBJECTIVITY

Can he reach logical conclusions despite personal bias?

5. ADAPTABILITY

Can he willingly conform to new job requirements?

Can he adjust to trying working conditions?

6. ANONYMITY

Does he accept the fact that public notice is incompatible with a career in CIA?

Does he feel compelled to call attention to himself?

7. ACCEPTANCE OF DISCIPLINE

Can he relinquish independence of action in the interest of organizational integrity and control?

8. EMOTIONAL CONTROL

Can he maintain effectiveness despite unusual or disturbing working conditions?

9. CAREER DESIRE

Are his reasons sound for seeking an intelligence career in CIA?

Is he willing to give the job and the Agency a fair trial?

10. DISCRETION

Has he an appreciation of the need for discretion in the handling of official information?

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11. ECONOMIC PREPAREDNESS

Can he accept the limitations
of a Government salary?

12. FREEDOM OF ACTION

To what extent will family,
economic, religious, political
or moral considerations inter-
fere with his freedom of action?

13. SENSE OF PERSONAL PROPORTION

Does he take himself too
seriously?

14. SOCIAL ACCEPTABILITY

Is he a person with whom you
would like to work closely?

Would you welcome him as a
guest in your home?

15. COOPERATION

Does he establish congenial
relationships with others?

Can he work effectively as a
member of a team?

16. INDUSTRY

Is he capable of sustained
hard work?

17. EFFECTIVE INTELLIGENCE

Is he capable of resourcefulness
in planning and carrying out
activities?

Can he make decisions effectively?

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Can he learn and remember detailed knowledge?

Can he express himself adequately?

Can he effectively use the services and abilities of other people?

18. VISION

Can he think and act imaginatively?